

H.R. 3992, Protect Older Job Applicants Act of 2021

As ordered reported by the House Committee on Education and Labor on July 15, 2021

By Fiscal Year, Millions of Dollars	2021	2021-2026	2021-2031
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	*	*	not estimated
Statutory pay-as-you-go procedures apply?	No	Mandate Effects	
Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2032?	No	Contains intergovernmental mandate?	Excluded from UMRA
		Contains private-sector mandate?	Excluded from UMRA
* = between zero and \$500,000.			

H.R. 3992 would amend the Age Discrimination in Employment Act of 1967, which prohibits age-based discrimination in hiring, to specifically prohibit employers from limiting, segregating, or classifying job applicants on the basis of age. Clarifying the law to include job applicants could increase the number of age discrimination claims filed with the Equal Employment Opportunity Commission (EEOC). Based on current practice, CBO expects that enacting the bill would not significantly increase the number of claims filed with the EEOC or the agency's workload and would thus not have any significant costs; any spending would be subject to the availability of appropriated funds.

CBO has not reviewed H.R. 3992 for intergovernmental or private-sector mandates. Section 4 of the Unfunded Mandates Reform Act excludes from the application of that act any legislative provisions that would establish or enforce statutory rights prohibiting discrimination. CBO has determined that this legislation falls within that exclusion because it would extend protections against discrimination in the workplace based on age.

The CBO staff contact for this estimate is Meredith Decker. The estimate was reviewed by H. Samuel Papenfuss, Deputy Director of Budget Analysis.